



DEPARTMENT OF THE NAVY
OFFICE OF THE SECRETARY
1000 NAVY PENTAGON
WASHINGTON, DC 20350-1000

IN REPLY REFER TO

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SECNAVNOTE 5420
ASN(M&RA)
15 March 2000

SECNAV NOTICE 5420

From: Secretary of the Navy

To: All Ships and Stations (less Marine Corps field
addressees not having Navy personnel attached)

Subj: REPORT OF THE 1999 SECRETARY OF THE NAVY'S NATIONAL NAVAL
RESERVE POLICY BOARD (NNRPB)

Ref: (a) SECNAVINST 5420.170J

Encl: (1) 1999 NNRPB Observations and Recommendations
(2) List of Military and Civilian Leaders met during 1999
(3) Briefings Received by the Board
(4) Items Forwarded to the Reserve Forces Policy Board
(5) Items Forwarded to Chief of Naval Operations for
Action
(6) Items Forwarded to Director, Naval Reserve for Action
(7) Open Items
(8) Closed Items
(9) 1999 National Naval Reserve Policy Board (NNRPB)
Membership

1. Purpose. To issue the Report of the 1999 Secretary of the
Navy's (SECNAV) National Naval Reserve Policy Board.

2. Discussion. The NNRPB concluded its annual requirement
assignment to consider issues of policy affecting the Naval
Reserve on 31 December 1999. Enclosures (1) through (3)
summarize the Board's program and activities; enclosures (4)
through (8) document formal actions and enclosure (9) lists the
1999 NNRPB membership.

3. Action

a. The Chief of Naval Operations (CNO) will implement the
actions directed in enclosures (5) and (6). Quarterly
implementation status reports will be forwarded to the Assistant
Secretary of the Navy (Manpower and Reserve Affairs) (ASN(M&RA))

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until action is completed. The Commander, Naval Reserve Force (COMNAVRESFOR) will disseminate the implementation reports. The Deputy Assistant Secretary of the Navy (Reserve Affairs) (DASN(RA)) will provide the NNRPB members with implementation reports.

b. Information addressees will give this report wide dissemination within the Naval Reserve.

4. Report. The reporting requirement contained in this notice is exempt from reports control by SECNAVINST 5214.2B.

Richard Danzig

Distribution:

SNDL Parts 1 and 2

MARCORPS PCN 7100000000 and 71000000100

1999 NNRPB OBSERVATIONS AND RECOMMENDATIONS

Introduction. The 1999 National Naval Reserve Policy Board (NNRPB) continued its program of site visits to field commands, operating forces, and Unified Command staffs. During March, the Board traveled to San Diego, California to meet with representatives of Commander, Naval Air Forces, U.S. Pacific Fleet (COMNAVAIRPAC), Commander, Naval Surface Forces, U.S. Pacific Fleet (COMNAVSURFPAC), Commander, Amphibious Group Three (COMPHIBGRU3), Commander, Third Fleet (COMTHIRDFLT), Naval Reserve C3F Unit 0194/Naval Air Reserve, San Diego (NR COMRTHIRDFLT 0194/NAR San Diego), Military Sealift Command Pacific (MSCPAC), First Marine Expeditionary Force (IMEF), Naval Medical Center, San Diego (NAVMEDCEN SD) and Naval Reserve Readiness Command Region 19 (REDCOM 19).

During June, the Board traveled to Jacksonville, Tampa and Miami, Florida to meet with representatives of Naval Air Station (NAS) and Naval and Marine Corps Reserve Center (NMCRC) Jacksonville, U.S. Special Operations Command (USSOCOM), U.S. Central Command (USCENTCOM), U.S. Naval Forces Central Command (USNAVCENT) and U.S. Southern Command (USSOUTHCOM).

As part of each site visit, "Town Hall" meetings were held with officer and enlisted reservists on both coasts. These meetings were used to acquaint the reservists with the mission, purpose and composition of the Board and to obtain direct input on policy issues that negatively affect the operations of the Naval Reserve.

In 2000, the Board plans to visit commands in the Pacific Northwest and operating forces in the Western Pacific, completing a four-year global circuit. The Board continues to find great value in the interaction between the Board and the commands visited, both for the opportunity to gather firsthand comments from the field and for the chance to discuss the many substantial Reserve Force management and policy initiatives currently being undertaken.

Significant Milestones. The 1999 Board continued to refine and upgrade its Web Page, which has proven to be an effective tool in communicating board awareness and interest to the field. Also, the addition of a Public Affairs Officer to the Individual

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Mobilization Augmentee (IMA) team in Washington has allowed the Board to promote the advocacy aspect of our deliberations more effectively and to a much larger audience. The Board also provided new focus on research for issues surfaced through lower level policy boards and input from field visits. This increased focus was achieved by early identification of action officers for each issue. Board members conducted this research throughout the year, often arranging for independent meetings with Active Duty points of contact to ensure that all issues were thoroughly examined and ready for discussion at the September General Assembly.

The 1999 Board considered 44 issues in its deliberations. Thirteen issues were forwarded to the Reserve Forces Policy Board (RFPB) for consideration; one issue was passed to Chief of Naval Operations (CNO); one issue was returned to Director, Naval Reserve Force for action; six issues remain open for monitoring or future deliberations and 23 issues were closed.

1999 NNRPB Theme. "Strengthening the Total Force" was the general theme of the 1999 Board deliberations. Issues considered by the Board fell into three, occasionally overlapping areas: Recruiting and Retention; Administration and Management; and Active/Reserve Component (AC/RC) Equity. Additionally, Board consensus was reached on the following four topics without specific policy issues assigned to them:

- **Information Technology.** As did previous Boards, the 1999 Board urges rapid and comprehensive fielding of Information Technology throughout the Force for more efficient and effective administration and management.

- **Commander, Naval Reserve Force (COMNAVRESFOR) Executive Steering Committee (ESC).** The Board notes with satisfaction that the COMNAVRESFOR ESC has become an effective agent for positive improvement in the legacy systems and processes that inhibit effective utilization of the Force. The Board hopes to continue to develop this mutually beneficial and productive relationship.

- **Reserve Quality of Life.** The 1999 Board discussed the need for a Reserve Force survey on Quality of Life (QOL) issues, and concluded that those issues were being adequately addressed

in other forums. Accordingly, no action was taken toward conduct of further surveys on this topic.

• **Inclusion of Naval Reserve in Wargaming and Doctrine Development.** The Board also discussed the continual inclusion of Reserve Force capabilities and limitations into wargaming and doctrine development. The U.S. Naval War College presents a unique opportunity for the Navy to strengthen a true Total Force approach to naval force structure and doctrine development. Current Naval Reserve Force structure is based on war and operations plans which may not reflect contemporary national and military security strategies, political realities, or intended employment. Senior commanders, war game designers and operations planners should routinely include RC capabilities in numerous war games, in order to validate war plans and the need for supporting force structures.

SECRETARIAT Briefing (Outcall following conclusion of the 1999 NNRPB and Marine Corps Reserve Policy Board (MCRPB) General Assembly). On 20 September 1999, accompanied by the MCRPB Chairman, the NNRPB Chairman briefed the Under Secretary of the Navy, Assistant Secretary of the Navy (Manpower and Reserve Affairs), and Deputy Assistant Secretary of the Navy (Reserve Affairs) on 1999 Board progress, deliberations and FY 2000 planning.

LIST OF MILITARY AND CIVILIAN LEADERS MET DURING 1999

Becraft, The Honorable Carolyn H.	Assistant Secretary of The Navy (Manpower and Reserve Affairs)
Butler, RADM William H., USNR	Commander, Naval Reserve Readiness Command Region 19
Cragin, The Honorable Charles L.	Principal Deputy, Assistant Secretary of Defense (Reserve Affairs)
Cullen, COL Bernard C., USA	Senior Policy Advisor to the Reserve Forces Policy Board
Davidson, Mr. Mark H.	Deputy Assistant Secretary of the Navy (Reserve Affairs)
Diaz Jr., RADM Alberto, USN	Commander, Naval Medical Center, San Diego
Haake, BGEN Timothy M., USAR	Director for Legislative Affairs, U.S. Special Operations Command
Herd, MCPON James L., USN	Master Chief Petty Officer of the Navy
Hessert, MGEN Wilfred, USANG	Military Executive, Reserve Forces Policy Board
Irwin, RADM Thomas C, USNR (Ret)	National Chairman, National Committee for Employer Support for the Guard and Reserve (NCESGR)
Knutson Jr., LGEN Bruce B., USMC	Commanding General, First Marine Expeditionary Force
McGinn, VADM Dennis V., USN	Commander, Third Fleet
Punaro, MGEN Arnold L., USMCR	Commanding General, Fourth Marine Division

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Ryan, VADM Norbert R., USN	Chief of Legislative Affairs (During 1999 Session) VADM Ryan currently serves as the Chief of Naval Personnel
Sestak, RADM (Sel) Joseph A., USN	Total Force Advocate, CNO (N51)
Smith, RADM Steven G., USN	Commander, Amphibious Group Three
Suggs, RADM Ralph E., USN	Deputy Commander in Chief, U.S. Special Operations Command
Totushek, RADM John B., USNR	Director, Naval Reserve
Valenzuela, MGEN Alfred A., USA	Deputy Commander in Chief, U.S. Southern Command
Wilhelm, GEN Charles E., USMC	Commander in Chief, U.S. Southern Command

BRIEFINGS RECEIVED BY THE BOARD
Site Visit Briefs

COMNAVAIRPAC

"Manpower and Personnel Issues - Personnel Requirements", CAPT Mike Kellard, USNR (N01R)

"Reserve CV/CVN Augmentation Support Realignment", CAPT Bill Boddy, USNR (N1R/N312) and CAPT Dave Rannells, USNR (N8)

COMNAVSURFPAC

"SURFPAC Reserve Utilization Overview", CDR Ed Henry, USNR (N01R)

"ADSW Support to SURFPAC, Specific Reserve Tasks", CDR Ken Reilly, USNR (N01R)

COMPHIBGRU3

"COMPHIBGRU3 Reserve Structure and Integration", RADM Steven Smith, USN (COMPHIBGRU 3); CAPT Ray McKewan, USNR (Commanding Officer (CO), Inshore Undersea Warfare Group 1); CDR Tom McManus, USN Naval Surface Reserve Force; CDR Kim Oswald, USN (COMPHIBGRU 3 (N31A))

COMTHIRDFLT

"Emphasis and Goals of Third Fleet - 1999, the Year of Innovation", CDR Stuart Kendrick, USN (Deputy J3), LT Mike Brown, USN, Naval Reserve Liaison Officer (NRLO)

NR COMTHIRDFLT 0194/Naval Air Reserve (NAR) San Diego

"Mission of the COMTHIRDFLT Reserve Augment Units", CAPT Paul Huish, USNR (CO NR COMTHIRDFLT 0194/NAR San Diego) and CDR Sharon Elaine, USNR (CO NR COMTHIRDFLT Det 119/NMCRC San Diego)

MSCPAC

"NR MSCPAC Support", CAPT Ruth Cooper, USN (COMSCPAC); CAPT William Hall, USNR (CO NR COMSCPAC Staff 119); CDR Steve Harrington, USNR (NOOR)

I MEF

"Organization, Roles, Missions, Operational Focus, Capabilities and Reserve Support", LTGEN Bruce Knutson, Jr., USMC (Commanding General IMEF); COL T. D. Metler, USMC (G3); LTCOL Roy Chevallier, USMCR (IMEF Marine Corps Reserve Liaison Officer (MCRLO))

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REDCOM 19

"Command Structure and Support Missions", RADM William Butler, USNR (CO, REDCOM 19); CDR Ken Goldberg, USNR (Chief of Staff); LCDR Dan Athey, USNR (N7), LCDR Kraig Lysek, USNR (N1)

NAVMEDCEN SD

"Total Force Integration", RADM Alberto Diaz, Jr. USN (CO, NAVMEDCEN SD); CAPT Roberts, USN (XO, NAVMEDCEN SD); CAPT Marsha Schjolberg, USNR (OIC, NR NAVMEDCENS Det 119); LCDR Ken Wavell, USNR (NRLO)

NAS Jacksonville

"Town Hall", Opening remarks by CAPT Rick Smith, USNR (CO, JAX Naval Air Reserve),
"NARJAX Information Systems - NARJAX 2000" and "RPN \$ To The Field", CAPT Stan Halter, USNR (CO, REDCOM 8); CAPT Rick Smith, USNR (CO, Jax Naval Air Reserve)

USNAVCENT

"U.S. Naval Forces Central Command, Reserve Integration and Support", Mr. F. Carey Brinker

USCENTCOM

"Reserve Forces Readiness Division", LCDR John Kauderman, USNR (NRLO)

USSOCOM

Opening Remarks, RADM Ralph E. Suggs, USN, Deputy Commander in Chief (DCINC)
Classified Brief by BGEN Tim Haake, USAFR (Director for Legislative Affairs)

USSOUTHCOM

Opening Remarks by MGEN Alfred A Valenzuela, USA (DCINC)
"Reserve Support/Integration", COL George Dudley, USAR (Director, Reserve Affairs)

1999 Navy and Marine Corps Reserve Policy Boards General Assembly

"Current Issues and Initiatives", RADM Thomas Irwin, USNR (Ret), NCESGR

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"Functions and Roles of the Reserve Forces Policy Board (RFPB) and the National Guard", MGEN Wilfred Hessert, USANG, Military Executive, Reserve Forces Policy Board

"Discussion of Reserve Issues with OSD(RA)", The Honorable Charles Cragin, Principle Deputy Assistant Secretary of Defense, (Reserve Affairs)

"Discussion of Reserve Affairs", Mr. Mark Davidson, Deputy Assistant Secretary of the Navy (Reserve Affairs)

"Navy Vision", RADM Joseph Sestak, USN, Total Force Advocate, CNO (N51)

"Top Ten Defense Issues Being Debated", MGEN Alfred Punaro, USMCR, Commanding General, 4th Marine Division

"Reserve Issues and the Office of Legislative Affairs", RADM Norbert Ryan, USN Chief of Legislative Affairs

"Naval Reserve Order Writing", CAPT William Ferenczy, USNR (N3), and CDR Donald Guy, USNR (N33), COMNAVRESFOR

"Enabling Rapid Deployment of Naval Reservists", "Navy Mobilization Processing Sites (NMPS)", LCDR Millie Wears, USN CNO (N951M)

**1999 Navy and Marine Corps Reserve Policy Boards General
Assembly**

Panel Discussions with Reserve Associations

COL George Hoffman, Jr. USMCR (Ret), Marine Corps Reserve Officers Association (MCROA)

RADM Thomas Hall, USNR (Ret), Naval Reserve Association (NRA)

CAPT Fred Becker, JAGC, USN (Ret), Reserve Officers Association (ROA)

Master Chief Don Bauman, USNR (Ret), Naval Enlisted Reserve Association (NERA)

Mr. David Epstein, Reserve Officers Association

ITEMS FORWARDED TO THE RESERVE FORCES POLICY BOARD (RFPB)

ITEM: 00010

SUBJECT: HOSTILE FIRE/IMMINENT DANGER PAY IN CONNECTION WITH
INACTIVE DUTY TRAINING TRAVEL (IDTT)

DISCUSSION: The shift in Reserve Component (RC) employment from selected or full mobilization to peacetime contributory support necessitates that RC personnel work and train around the world, side-by-side with Active Component (AC) units. RC personnel, now empowered with flexible drilling, can combine multiple day IDTTs with annual training (AT) or active duty for training (ADT) in support of their gaining commands. It is clear that, in many cases, RC personnel are employed during such periods to fill vacant or gapped billets in the workforce and complete watchbills. If an AC unit, augmented with RC personnel, were to rapidly shift from a peacetime footing to Hostile Fire/Imminent Danger status the local commander might not consider the status of the RC personnel in gauging his or her response. Such an oversight may result in the RC personnel being put in harm's way without the same Hostile Fire/Imminent Danger status and associated benefits to which AC personnel are entitled. This current restriction limits the local commander's ability to respond to emerging tactical situations and, if he/she does employ RC personnel in this environment, puts the Reservist in an inequitable pay situation.

The NNRPB previously submitted this issue to the RFPB and received a response indicating that RC personnel should not be permitted to enter hostile environments in an IDT status. It is impossible to predict when a normal gaining command support/training environment will become a hostile environment in light of current RC around-the-world employment and potential urban terrorism scenarios now being projected. We do not wish to restrict the local commander's application of Total Force assets in responding to an emerging threat. This item relates to the RFPB study of Comparison of Benefits/Entitlements between AC and RC personnel and should be considered during that study.

STATUS: Forward to the RFPB for reconsideration. Request amendment to title 10 (U.S. Code, Armed Forces, Dec 96) that will reflect equal coverage of RC and AC personnel in a duty status with regard to entitlement to Hostile Fire/Imminent Danger pay.

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ITEM: 00031

SUBJECT: EXEMPTION OF SELECTED RESERVE PAY FROM UNEMPLOYMENT
BENEFITS

DISCUSSION: Federal law, specifically, title 26 United States Code (U.S.C.) Section 3309, permits states to exempt State National Guard and Air National Guard pay when a State computes an individual's entitlement to weekly unemployment compensation. No similar provision exists for exempting income an individual receives from a reserve component.

The State of Missouri attempted to pass legislation exempting income received from all Reserve components when computing unemployment compensation in Missouri. However, this legislation was revised to exempt only income received from the Missouri National Guard or Air National Guard as the U.S. Department of Labor advised Missouri that the State's proposed legislation would conflict with Federal law.

This inequity can be perceived as discriminating against Reservists not serving with a State National Guard or Air National Guard unit, clearly an issue of equity and fairness. Corrective action, amending title 26 U.S.C. Section 3309, to extend this exemption to members of the Air Force Reserve, Army Reserve, Coast Guard Reserve, Marine Corps Reserve, and Navy Reserve is appropriate.

STATUS: Forward to the RFPB for action.

NOTE: This is a joint issue. The Marine Corps Reserve Policy Board concurs with this recommendation.

ITEM: 00036

SUBJECT: FULL COMMISSARY PRIVILEGES

DISCUSSION: Commissary privileges are currently limited to 24 visits per calendar year, in addition to unlimited visits during Annual Training, Active Duty for Training, or Active Duty. In keeping with the spirit of total force integration, Reservists should be given unlimited use of the commissary.

A significant number of drilling Naval and Marine Corps Reservists live outside a 50-mile radius of a commissary. Some Reservists are married to active duty members and are already entitled to unlimited commissary access as dependents. The approval of unlimited commissary privileges to all Reservists is projected to have a minimal impact on the economy of the local grocery stores and the amount of appropriated funding required from Congress.

Of greater concern is the amount of money spent each year administering this program. In the case of Naval and Marine Corps Reservists, this exceeds \$1.3 Million annually. Permitting unlimited access would permit these dollars to be redirected to other worthy Reserve support efforts. At the Department of Defense (DoD) level, granting unlimited access would result in even more significant cost savings. Finally, granting unlimited access would be perceived as a significant benefit by all Reservists and have a positive impact on recruiting and retention.

STATUS: Forward to the RFPB for consideration.

Note: This is a joint issue. The Marine Corps Reserve Policy Board concurs with this recommendation.

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ITEM: 00037

SUBJECT: RESERVE COMPONENT CONTINENTAL UNITED STATES (CONUS)
AND OUTSIDE THE CONTINENTAL UNITED STATES (OCONUS)
SPACE AVAILABLE (SPACE A) TRAVEL TO PERFORM INACTIVE
DUTY FOR TRAINING (IDT)

DISCUSSION: There are approximately 1,624 members of reserve components of the Armed Forces augmenting the staffs of overseas Commander in Chiefs (CINCs). While many of these personnel have overseas civilian occupations, approximately 630 of them must travel to/from OCONUS to fulfill their IDT requirements. Under public law, travel to perform IDT is an out of pocket expense. DoD 4515.13-R of 1 November 1994 authorizes members of the Reserves and Guard "Space A" travel in CONUS and U.S. territories on military aircraft when traveling to perform IDT or Active Duty for Training (ADT). Reserve and Guard members are listed below retirees in space available priority, thus causing delays and/or increased costs to obtain alternate transportation. OCONUS "Space A" travel is not authorized for Reservists traveling to perform IDT. Current "Space A" travel policies are unintentional barriers to Total Force structure, placing the Reserve Component at a disadvantage in support of the Total Force mission.

Members of the Reserve Components of the Armed Forces provide valuable expertise to the CINC's in virtually all overseas locations. The CINC's are actively seeking additional Reserve support. However, current Space A travel policy places an unreasonable financial burden on Reservists assigned to OCONUS billets and limits the ability of the CINC's to attain required support. Changing DoD 4515.13-R to authorize members of the Reserve component to travel in "Space A" to and from duty for training in CONUS and OCONUS, with the same "Space A" priority as Active duty components of the armed forces, would enable Reservists to accept increasingly challenging training opportunities and enhance Total Force integration and overall DoD readiness.

STATUS: Forward to the RFPB. The MCRPB and NNRPB recommend DoD 4515.13-R be changed to authorize members of the Reserve and Guard "Space A" travel, with the same travel priority as active duty components, to perform IDT's in CONUS and OCONUS.

ITEM: 00051

SUBJECT: AVIATION CAREER INCENTIVE PAY EQUITY

DISCUSSION: Criteria to qualify for Aviation Career Incentive Pay (ACIP) is consistent in all but one category for Reserve and Active members, as presented in DoD Financial Management Regulations (DoDFMR), (DoD 7000.14-R), Volume 7A, of 1 July 1996 and reflected in BUPERSINST 1001.39C. The inconsistency, under current policy, exists because an aviation qualified Reserve officer does not qualify for ACIP when they have not been assigned to an aviation rated position in the preceding 24-months. No similar exclusion exists for active component personnel.

Other ACIP qualifying criteria include physical qualifications, months of flying (MOF) over established time gates (12 and 18 years), aviation career designations and being assigned to an aviation billet to accrue MOF. These items form the basis for Active Component criteria for ACIP validation and should be sufficient for the Total Force. This is an aviation career incentive program that impacts equally across the Navy.

STATUS: Forward to RFPB for action to establish parity within the Total Force regarding ACIP criteria by eliminating the 24 month rule in the DoDFMR.

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ITEM: 00052

SUBJECT: ELIGIBILITY FOR DEPENDENTS OF RETIRED AND DRILLING
SELECTED RESERVISTS FOR A PRESIDENTIAL NOMINATION AT A
SERVICE ACADEMY

DISCUSSION: A change to title 10 U.S. Code has been proposed, and is currently included in FY00 funding legislation, which would authorize the President to consider applications from children of members of the Reserve components for a presidential nomination to a service academy. The proposed legislation specifies that the Reservist must have at least 2,880 points for his/her children to be eligible for a presidential appointment. This criteria is intended to mirror the statutory requirement levied on active duty personnel that they must have served on active duty for at least eight years. This eight-year requirement is intended to restrict participation to only career designated personnel.

The proposed legislation fails to recognize the distinct difference between "years of service" on active duty versus active duty in the Naval Reserve. A Reservist accrues "qualifying years of service" by completing active duty and inactive duty training requirements that equate to retirement points. A Reservist must accrue at least 50 retirement points each year to be credited with a "qualifying year of service." To be eligible for retirement, a Reservist must have 20 qualifying years of service.

The proposed legislation does acknowledge the difference in "years of service" computation with respect to active duty and Reserve retirees by specifying that Reserve retirees would be eligible (even though the Reserve retiree might have less than 2,880 points). However, the proposed legislation does not recognize a Reserve "qualifying year of service" when applying the eight-year minimum service criteria. This inconsistency greatly discriminates against thousands of career Reservists that have more than eight qualifying years of service, but fewer than 2,880 points. A typical Reservist with four years of active duty who meets minimum participation requirements would have to serve in the Naval Reserve over 19 years to accrue 2,880 points. The children of most of these Reservists would be too old, at this point, to qualify for an academy appointment.

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STATUS: Forward to the RFPB. Recommend that Assistant Secretary of Defense (Reserve Affairs) (ASD (RA)) input a change to legislation (once enacted) to base a Reservist's entitlement on eight qualifying years of service vice 2,880 points.

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ITEM: 00057

SUBJECT: PRE-TAX ACCOUNT FOR DEPENDENT CARE EXPENSE INCURRED
DURING DRILL PERIODS OR ACTIVE DUTY

DISCUSSION: Many drilling Reservists are single parents or spouses of active duty members on deployment who must pay for child/dependent care during drill periods or Annual Training. These expenses place an additional burden on drilling Reservists in the above categories. The Tax Code already provides for flexible spending accounts to allow pre-tax dollars to be withheld from pay to cover an employee's expenses. Reservists would be allowed to have a portion of their Reserve pay deducted on a pre-tax basis and put into dependent care flexible spending account. Reservists would submit an expense report with appropriate documentation to their processing center for reimbursement out of the account. It is perceived that although this action may result in additional administrative cost to the processing center, it could be paid for out of savings the Navy will realize in not paying the 7.65 percent Federal Insurance Contributions Act (FICA) on the individual's pre-tax holding.

In the interest of morale, retention and modern and effective business practices, it is recommended that this issue be studied for the feasibility of implementing the provisions in U.S. Federal Income Tax Code Section 129, Dependent Care Assistance Programs, within the reserves.

It is further recommended that COMNAVRESFOR educate Naval Reservists on the childcare programs open to them through base child development centers, family support providers, and through the childcare providers of other services.

STATUS: Forwarded to the RFPB. In the interest of morale, retention and modern and effective business practices, it is recommended that this issue be forwarded to the RFPB to study the feasibility of implementing the provisions in U.S. Federal Income Tax Code Section 129, Dependent Care Assistance Programs, within the reserves.

It is further recommended that COMNAVRESFOR educate Naval Reservists on the childcare programs open to them through base child development centers, family service providers, and through the childcare providers of other services.

ITEM: 00058

SUBJECT: BASIC ALLOWANCE FOR HOUSING (BAH) FOR SELECTED
RESERVISTS ON RECALL TO ACTIVE DUTY FOR UNDER 140 DAYS

DISCUSSION: Title 37 U.S.C. Section 403(g) authorizes reserve component members recalled to active duty an entitlement to BAH.

Section 403(g)(3) stipulates that the Secretary of Defense shall establish a rate of BAH to be paid to a member of a Reserve component, while the member serves on active duty under a call or order to active duty specifying a period of less than 140 days, unless the call or order to active duty is in support of a contingency operation. Section 403(d) addresses the same entitlements for active components and does not specify any time restrictions.

DoDFMR Volume 7A, Chapter 26(A) entitled "Duration of Orders" states: "Reserve Component members called or ordered to active duty for 139 days or less are entitled to BAH-II, except as provided in subparagraph B below." However, if a member receives an order modification or extension of assignment, the prospective period of active duty must be 140 days or more and BAH-I would start on the date of modification. Members called or ordered to active duty for 140 days or more are entitled to BAH-I.

Reservists on active duty should receive all the pay and benefits to which they are entitled in the same manner as active components. This is a barrier to total force integration and directly impacts reserve component morale, quality of life, and retention.

STATUS: Forward to the RFPB. Recommend a modification of DoDFMR Volume 7A, Chapter 26 Paragraph A. as follows: Reserve members on active duty are entitled to BAH-I. It is further recommended to delete title 37 U.S.C., Section 403(g) and apply 403(d) to the Reserve component.

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ITEM: 00059

SUBJECT: ARMED FORCES RETIREMENT BENEFITS

DISCUSSION: In correspondence received from the field by the Deputy Assistant Secretary of the Navy (Reserve Affairs) and forwarded directly to the Board, Reservists have raised issues concerning early receipt of retirement benefits and lump sum payments at retirement to be deducted from retirement pay when eligible at age 60. Issue 00035, listed as one of the closed items in this report, was forwarded to the RFPB last year for consideration.

It is the Board's consensus that these issues affect numerous reserve programs and benefits and require in-depth review.

STATUS: Forward to the RFPB. Recommended for consideration in their ongoing study on the parity of pay and benefits for reserve and active members. Incorporates elements of Issue 00035 (**EARLY RECEIPT OF RETIREMENT BENEFITS**) which was closed.

ITEM: 00062

SUBJECT: PROMOTION BOARD CONSIDERATON FOR NAVAL RESERVE
OFFICERS RECALLED TO ACTIVE DUTY FOR SHORT PERIODS OF
TIME

DISCUSSION: Director of Naval Reserve (DIRNAVRES) requested assistance in changing the policy or law, if required, to retain Reserve officers recalled to active duty for short term durations, i.e., three years or less, on the Reserve Active Status List (RASL), and enable their eligibility for promotion by Reserve Promotion Boards. Air Force is pursuing a similar proposal through a legislative initiative via the Unified Legislation and Budgeting (ULB) process. It proposed the amendment of title 10 U.S.C., section 641(1) by adding a subsection to Section 641. This would exclude reserve officers on active duty for a specified time period, greater than 180 days but not more than four years, to the categories excluded from the provisions of Chapter 36 of title 10, U.S.C. Both Navy and Air Force proposals are made on the basis that it is unfair for reserve officers on active duty for less than three (DIRNAVRES proposal) or four years (Air Force original proposal), to be placed on the active duty list for purposes of selection because their records are not competitive with those of regular active duty members. The Assistant Secretary of the Navy (Manpower and Reserve Affairs) (ASN (M&RA)) has concurred with the Air Force proposal without comment. The Office of the Secretary of Defense (OSD) requested that the period for proposal be limited to three rather than four years. Proposal is now Reserve Affairs (RA) 24 on the FY 2001 Unified Legislation and Budgeting (ULB) submission. It has been approved by the services and the Under Secretary of Defense. It will go before Congress in April 2000. NNRPB supports the Air Force initiative.

STATUS: Forward to the RFPB. NNRPB monitor passage of the Omnibus Legislation to Accompany the DoD Authorization Request for FY 2001 (Second Session, 106th Congress).

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ITEM: 00063

SUBJECT: EQUITY FOR SPECIAL DUTY ASSIGNMENT PAY (SDAP)

DISCUSSION: SDAP is a monthly pay used to help obtain and retain high quality personnel for designated special duty assignments. Rescue swimmers (NEC 7815/8215) are required to be fully qualified and maintain that qualification with annual currency checks to remain in the billet. Currency and qualification requirements are identical for active duty and Selected Reserve rescue swimmers. OPNAVINST 1160.6A and DoDFMR authorizes SDAP for active duty, including the reserve full-time support personnel Training and Administration of Reserve (TAR's), while qualified and in a rescue swimmer billet. Qualified Selected Reserve rescue swimmers receive SDAP only when on active duty for more than 180 days. This is a clear inequity in which RC members are disadvantaged in pay while being required to maintain qualification standards identical to those required of AC members.

STATUS: Forward to the RFPB. Recommend a change to DoDFMR Volume 7A, Chapter 8, paragraph 080104(b) to eliminate the 180 day restriction.

ITEM: 00066

SUBJECT: FINANCIAL PROTECTION FOR MOBILIZED RESERVISTS

DISCUSSION: Increasing Operational Tempo (OPTEMPO) and Personnel Tempo (PERSTEMPO) requirements associated with membership in the Reserve Components are the result of the increasing contributions of those components to the Total Force. The Post-Cold War downsizing of the force has not been accompanied by any commensurate downsizing of mobilization and deployment requirements for the Total Force. As a result, Reserve Component members are more at risk than ever before for extended periods of active duty that potentially may disrupt their civilian careers and employment, sometimes to the extent of business failure and bankruptcy. Such potential consequences of service have a chilling effect on the propensity to serve in Reserve Components. The failure of the late Ready Reserve Mobilization Income Insurance program in no way obviates the need for such an arrangement.

It is the Board's consensus that a study should be undertaken and recommendations made to Congress on the feasibility of an equitable mobilization income protection plan for involuntarily mobilized Reservists. Recommendations, among others, should be included on the issuance of small business loans to self-employed Reservists who are involuntarily mobilized.

STATUS: Forward to the RFPB. Recommend a study be conducted to design a favorable and equitable Mobilization Income Protection Plan.

SECNAVNOTE 5420
15 March 2000

ITEM: 00074

SUBJECT: JOINT PROFESSIONAL MILITARY EDUCATION (JPME) FOR NAVAL RESERVISTS

DISCUSSION: Increased mobilization of Naval Reservists to joint military theaters of operations has created an urgent need for better joint education and training of RC officers. Continuing development of the Total Force requires that Naval Reservists be afforded the opportunity to obtain comprehensive JPME.

JPME Phase I is available to Naval Reserve officers through service colleges, off-campus seminars, and correspondence courses; Phase II is available on a very limited basis. However, there is no systematic attempt to educate Naval Reserve officers in joint doctrine, joint operations, or joint command and staff processes and procedures. Additionally, no program exists for RC officers analogous to the DoD Joint Officer Management Program outlined in DoD Directive 1300.19 of 9 September 1997 (NOTAL).

While several positive initiatives for RC JPME are being explored, it is the Board's consensus that a formal RC JPME program should be established to ensure that Active Component joint forces receive the full benefit of Reservists serving alongside them.

STATUS: Forward to the RFPB. Recommend the establishment of a formal JPME program for Reserve Component officers.

ITEM FORWARDED TO CHIEF OF NAVAL OPERATIONS FOR ACTION

ITEM: 00039

SUBJECT: ORDER PROCESSING & TRAVEL CLAIM SETTLEMENT

DISCUSSION: Naval Reservists are frustrated with the delays, barriers, and inhibitors to timely and efficient order processing and travel claim settlement. Naval Reserve orders contain accounting data that enables payment at any Personnel Support Detachment (PSD) or Customer Support Detachment (CSD). With the submission of a travel claim and support documentation, liquidation of the claim is possible at any PSD or CSD. Present PSD/CSD practices, governed by current policies, hinder a reservist's ability to get paid and reimbursed for travel expenses at any PSD.

Current Navy policy administered by Defense Finance and Accounting Service (DFAS) (Navy Pay and Personnel Procedures Manual section 80226) requires Reservists to liquidate supplemental travel claims at the PSD where they perform active duty or the servicing PSD where the orders were issued, normally the member's unit. The original intent of this policy (dating back to 1982) was to prevent fraud through multiple submissions of the same travel claim at different PSD locations that used manual pay systems. Current electronic financial systems have resolved the multiple submission issue.

Today's Reservists often travel long distances to their drill site and do not necessarily reside in the area of their unit's supporting PSD. This policy should be revised to allow Reservists to settle their initial or supplemental claim at any PSD. Although this item was forwarded in 1998, the NNRPB wants to emphasize the gravity of the problem, and stress the need for resolution, by resubmission of this item.

RECOMMENDATION: Forwarded to CNO for action. Recommend CNO (N1) change policy to allow liquidation of reserve travel claims (initial or supplemental) at any PSD.

SECNAV'S POSITION: The Secretary of the Navy approves the Board's recommendation.

SECNAVNOTE 5420
15 March 2000

ITEM FORWARDED TO DIRECTOR, NAVAL RESERVE FOR ACTION

ITEM: 00038

SUBJECT: JOINT EXPERIENCE TRACKING

DISCUSSION: Increased national emphasis on Joint Warfare has created a requirement for the capability to capture and retrieve data on joint experience in the Naval Reserve. Joint operational and staff experience gained by Selected Reservists (SELRES) during mobilization, exercise participation, or unified staff assignments cannot at present be identified and retrieved. The ability to identify individuals with relevant experience is becoming more critical as combatant commanders become more reliant on reserve augmentation for contingency response and contributory support. In addition, the ability to inventory joint experience already resident in the Naval Reserve will aid in defining standards and requirements for future Joint Warfare qualification program development.

RECOMMENDATION: Return to COMNAVRESFOR for action. Recommend implementation of a system to track joint experience for Naval Reserve officers. NNRPB will monitor for completion. Incorporates Issue 00053 (**Joint Warfare Designator for TAR and SELRES Officers**) which was closed.

SECNAV'S POSITION: The Secretary of the Navy approves the Board's recommendation.

Enclosure (6)

SECNAVNOTE 5420
15 March 2000

OPEN ITEMS

ITEM: 00022

SUBJECT: ELIGIBILITY OF SELECTED RESERVISTS FOR UNIT AWARDS

DISCUSSION: The Secretary of the Navy (SECNAV) approved the 1997 board recommendation to change the wording of SECNAVINST 1650.1F, Chapter 3, Section 1, Paragraph 312, 1a, to specifically include Reserve augmentees and IMAs assigned to the unit. To date, the SECNAVINST has not been updated and reissued.

STATUS: Remain open. Monitor until the SECNAVINST is published and changes has been implemented.

Enclosure (7)

SECNAVNOTE 5420
15 March 2000

ITEM: 00030

SUBJECT: OFFICER SERVICE RECORDS

DISCUSSION: Officer professional qualifications, course completion, schools and awards are annotated on the NAVPERS 1070/613 (Administrative Remarks) and other "temporary" forms, in the field service record. Many of these documents are returned to the individual upon Permanent Change of Station, making it difficult to verify or substantiate an officer's qualifications for various assignments, qualifications or awards. Collection, recording and maintenance of this data is essential for use as a management tool by commanding officers in numerous decision making processes. Therefore, development of a similar document such as the NAVPERS 1070/604 (Record of Awards and Training) for the centralization of these types of information would provide consistency and ease in maintenance and use of this valuable career information. Navy Standard Integrated Personnel System (NSIPS) Program Management Office (PMO) is currently developing, in conjunction with NSIPS, an Electronic Field Service Record (EFSR) that will incorporate this action item by automatically entering this information electronically in the EFSR.

STATUS: Remain open. Monitor while awaiting implementation of NSIPS and the EFSR.

ITEM: 00041

SUBJECT: MAKE RESERVE CHIEFS AND GUARD DIRECTORS THREE-STAR
BILLETS

DISCUSSION: The relative size of the Reserve Component (RC) within the Total Force and the increased responsibilities inherent in the missions being assigned that force require greater integration at the highest levels of military leadership. Contingency operations, contributory support and increased use of the RC throughout all Active Component (AC) operations require a higher level of involvement and responsibility from the RC Commander.

The general and flag officer study specifically recommends that Reserve Chiefs and Guard directors become three-star billets. At the current two-star level, the Reserve Chiefs are at a disadvantage when competing for limited program and budget resources. Allocation of these scarce resources are normally made at the three-star level not allowing a true level playing field for the Reserve Force Commander. More involvement of the RC to the AC real-time operations requires the RC Commander's participation at the three-star decision making level. All AC field level commanders, as well as significant input from the type commanders agree the RC Commander must be allowed to participate at the same level as the other Force Commanders.

Title 10 U.S.C. limits the number of three-star billets allowed each service. Title 10 U.S.C. needs to be amended allowing an increase of four three-star billets or these additional billets should not be counted against the current three-star end strength allowance.

Language is included in the FY 2000 authorization bill to upgrade these billets to three star positions.

STATUS: Open and monitor.

SECNAVNOTE 5420
15 March 2000

ITEM: 00054

SUBJECT: ADVANCE INACTIVE DUTY TRAINING (IDT) DRILL PAY
RECOUPMENT UPON SUBSEQUENT RECALL TO ACTIVE DUTY

DISCUSSION: Prorated recoupment of IDT occurs upon recall to active duty. Navy Personnel Command indicated their instruction was based upon a higher level directive. Additional research indicates this recoupment may be the result of a Defense Finance Accounting Service (DFAS) edit that may be easily modified. Additional research is required to determine if such an edit exists.

STATUS: Remain open. Board will conduct further research.

SECNAVNOTE 5420
15 March 2000

ITEM: 00069

SUBJECT: RESERVISTS INJURED IN THE LINE OF DUTY

DISCUSSION: Reservists who are injured while performing Inactive Duty Training (IDT), Annual Training (AT), Active Duty Training (ADT), or Active Duty for Special Work (ADSW) present challenging cases for Medical Personnel when seeking medical treatment or when a Physical Evaluation Board (PEB) must be convened to reconcile key issues associated with the injury. SECNAVINST 1770.3B is being revised by the office of the Deputy Assistant Secretary of the Navy (Reserve Affairs).

This revised instruction should standardize PEB procedures total force wide.

STATUS: Remain open. Monitor until implementation of the policy.

SECNAVNOTE 5420
15 March 2000

ITEM: 00073

SUBJECT: CROSS-SERVICE PAY, LIQUIDATION OF TRAVEL CLAIMS
REGARDLESS OF SERVICE

DISCUSSION: During the Board's 1998 European Theater visit, and others, RC members voiced concerns regarding their inability to obtain disbursing services at other than their own service's personnel offices. DFAS discontinued cross-service disbursing practices in 1996 due to difficulties with mishandled documentation and inaccurate reporting of transactions between the services.

The Board recognizes the negative impact pay and travel liquidation problems place on the morale and retention of Total Force personnel. The return of cross-service disbursing practices would alleviate many of the problems encountered by reservists in liquidating travel claims regardless of the servicing personnel office.

STATUS: Remain open. NNRPB will conduct further research.

CLOSED ITEMS

ITEM: 00013

SUBJECT: UNIFORM ADMINISTRATIVE BOARD PROCEDURES FOR ACTIVE
DUTY AND SELRES MEMBERS

DISCUSSION: Administrative board composition for active duty personnel is less restrictive than that required for members of Reserve Components. Title 10 U.S.C., Section 1169 leaves board composition for active members to the discretion of the "Secretary concerned." The Secretary of the Navy allows enlisted personnel, E-7 or above, to be voting members of administrative boards for active duty respondents. Title 10 U.S.C. Section 12685, requires administrative boards for members of Reserve Components be comprised of "officers." In order to fully integrate the Reserve and Active Forces, the rules governing composition of administrative boards should be universal.

The 1997 Board acknowledged the intent of this issue, which affects all Reserve Components and forwarded it to the Reserve Forces Policy Board, with a request to initiate legislative procedures to amend title 10 U.S.C., Section 12685 to allow the "Secretary concerned" to determine administrative board composition for all members of the Armed Services.

RFPB is seeking legal resolution to standardize board composition. There have been no subsequent inquiries to the board regarding this item.

STATUS: Closed.

SECNAVNOTE 5420
15 March 2000

ITEM: 00021

SUBJECT: RESERVE ELIGIBILITY IN THE NAVY'S SEAMAN-TO-ADMIRAL
PROGRAM

DISCUSSION: The "Seaman to Admiral" program did not include Selected Reserve personnel. The National Naval Reserve Policy Board endorsed the expansion of the "Seaman to Admiral" program to allow Selected Reserve application with the understanding that Reservists selected will return to active duty and fulfill all obligated service requirements. The Secretary of the Navy approved the Board's recommendation. NAVADMIN 165/99 of June 99 allows for the inclusion of Selected Reservists in the Seaman to Admiral Program commencing with the FY-00 Selection Board.

STATUS: Closed.

SECNAVNOTE 5420
15 March 2000

ITEM: 00029

SUBJECT: COMPATIBILITY OF FITNESS REPORT/EVALUATION
(FITREP/EVAL) SOFTWARE

DISCUSSION: FITREP/EVAL software applications were incompatible Navy wide and did not allow transfer of files between and within different applications. Additionally it may have not been user friendly. BUPERS addressed this issue with the release of NAVFIT98, its new software program for FITREPS.

STATUS: Closed.

SECNAVNOTE 5420
15 March 2000

ITEM: 00033

SUBJECT: TRAVEL TO INACTIVE DUTY TRAINING (IDT) AT MEMBER'S OWN
EXPENSE

DISCUSSION: The number of Reservists traveling significant distances to drill sites has increased as a result of end-strength reductions that have caused units to be decommissioned, base closures, travel in conjunction with command billets, and relocations due to changes in civilian occupations.

The lowest airfares are frequently the U.S. Government contract rates. Use of government airfares requires travel on funded orders and payment using a government-travel charge card. Also, the Joint Federal Travel Regulations (JFTR) do not currently authorize government airfare rates for Reservists traveling to IDT sites at their own expense.

The Reserve Forces Policy Board has been exploring options for modifying government airfare contracts to include Reservist purchase of tickets for travel to inactive duty training sites. The 1997 Reserve Forces Policy Board report recommended that the Department of Defense (DoD) direct U.S. Transportation Command and General Services Administration (GSA) to: implement guidance stated in DoD Instruction 4515.16 of 16 September 1999 (NOTAL), and negotiate government rates for official travel to include IDT.

This would allow Reservists to purchase airline tickets at government/military rates. A DoD Travel Working Group considered this recommendation in 1998 and worked with the commercial airlines to achieve this end.

The "City Pairs" contract between GSA and the airlines is the legal basis for government rate airfares for federal employees. The FY 2000 contract, effective 1 October 1999, includes Guard and Reserve Personnel. The use of the GSA Travel Card is authorized for official travel - Nonreimbursed and will be published in DoD Financial Management Regulations.

STATUS: Closed.

ITEM: 00035

SUBJECT: EARLY RECEIPT OF RETIREMENT BENEFITS

DISCUSSION: Reservists retiring from the Naval Reserve are eligible to receive retirement benefits at age 60 while active duty personnel receive benefits immediately upon retirement. With changes in the use of Naval Reservists in peacetime support operations instead of merely mobilization and with changes in civilian pension benefits, the 1998 COMNAVRESFOR Policy Board agreed that the review of Reserve retirement benefits was appropriate and recommended the following:

- Authorize Reservist eligibility for retirement benefits immediately upon transfer to the Retired Reserve that would provide the actuarial equivalent of benefits based upon age.
- Lower Reservist retirement pay eligibility below the age of 60.
- Provide Reservist with a permanent Lump Sum Retirement Benefit option.
- Establish Vested Retirement Benefit provisions, i.e. after some mandatory period of service, retirement pay equivalents are accrued, protected and payable at some future retirement eligibility age based on years of service.

The NNRPB recognizes that the RFPB has undertaken a complete study on the parity of pay and benefits between active and reserve forces; a study intended to identify differences in pay and benefits between active and reserve forces and to provide recommendations for changes that are reasonable, feasible, and affordable. The aim is to reduce disparity between Reserve and Active component members. The NNRPB also recognizes that the RFPB in the past did not support a change to law and policies governing these benefits citing a previous increase recommended by the Sixth Quadrennial Review of Military Compensation (QRMC) of approximately 10 percent in benefit payments. However, the NNRPB also recognizes that the RFPB also recommended a further review by the Ninth QRMC.

STATUS: Closed. Combined with Item 00059 (**Armed Forces Retirement Benefits** and forwarded to RFPB).

SECNAVNOTE 5420
15 March 2000

ITEM: 00040

SUBJECT: LOWER LEVEL AWARD

DISCUSSION: There are situations where personnel provide commendable performance while assigned special duties or projects during a period that might be considered too short in duration or not reflecting for an equitable contribution to the awarding of a Naval and Marine Corps Achievement Medal (NMCAM) or Meritorious Unit Commendation (MUC). The NMCAM is currently the lowest award available to personnel of grade O4 and below that provides individual recognition through a uniform decoration. The MUC is the lowest award providing group recognition for achievement that authorizes the wearing of a ribbon. There are mixed views on the appropriateness of granting this award for achievements over a short duration. However, in accordance with SECNAVINST 1650.1F there are no restrictions on the duration of time for these awards. Moreover, award of the NMCAM has been relegated to the command level to allow maximum flexibility for presentation. The sense of the Board is that existing uniform awards described in SECNAVINST 1650.1F are adequate for providing individual and group recognition for personnel of the Navy and Marine Corps.

STATUS: Closed.

ITEM: 00042

SUBJECT: NAVAL RESERVE STRATEGIC VISION DEVELOPMENT

DISCUSSION: Numerous recent initiatives, such as the COMNAVRESFOR Vision Division, have focused on the analysis of future force structure and employment of the Naval Reserve. Currently, a major Office of the Secretary of Defense (OSD) study Reserve Component (RCE-05) is underway with regard to all Armed Forces Reserve Components. In the meantime, no single Navy office is charged with the production of a coherent strategic document to define and articulate the future of the Naval Reserve.

As RADM Hall stated in his letter to CNO dated 28 July 1998, "The Navy does not maximize the potential for congressional support of Naval Reserve issues. For example, Naval Reserve personnel appropriation funding does not compare favorably with that of other services, partly because of other services, partly because the Navy has yet to signal its intentions to Congress with regard to the employment of its Reserve Component."

A single Navy office, CNO (N51) (Total Force Advocate), is charged with the responsibility for producing a coherent strategy for the Navy. CNO has clearly stated that Navy's Vision Statement speaks for all of Navy. RCE-05 is completed. CNO (N51) recently published a white paper entitled "Navy's Total Force," which captures the changing role of the Naval Reserve including dual responsibilities of mobilization readiness and contributory support. CNO (N51) is leading Navy's early development of the next Quadrennial Defense Review (QDR) and has identified Total Force as one of the top 10 areas. This Total Force area will take on the subject of future Naval Reserve Roles and Missions in the context of the National Military Strategy and Navy's new Maritime Strategy.

STATUS: Closed. This is not considered a policy issue.

SECNAVNOTE 5420
15 March 2000

ITEM: 00045

SUBJECT: ANNUAL TRAINING (AT) LENGTH

DISCUSSION: Title 10 U.S.C., Section 10147, requires members of the Ready Reserve to participate in not less than 14 days of Active Duty for Training (AT) each year except as specifically provided for in SECDEF regulations. The Secretary of Defense (SECDEF), via memorandum, granted the Navy the latitude to prescribe 12 days of AT for Naval Reservists when necessary to meet budgetary constraints. Other components, excluding the Coast Guard, receive 14 days of AT. SECDEF recently expunged the memorandum that was the basis for the Naval Reserve issuing 12-day AT orders. However, the service chiefs still retain a 12-day order option during the execution year should it become necessary due to budgetary constraints.

During the Board's 1998 visit to the European theater, commands consistently voiced a growing need for Reservists to perform their Annual Training for up to 17 days. Board members heard from virtually every command visited that 12 day orders for Outside the Continental United States (OUTCONUS) duty simply was inadequate and not cost effective. Briefings received during our General Assembly from several Reserve support organizations (NERA, NRA, and ROA) also advocated that the Navy take steps to allow Reservists to perform 14 day Annual Training periods.

The Chief of Naval Reserve states his policy is to budget for 14-day AT orders for all Reservists. This policy is reflected in the budget submitted beginning with Program Objective Memorandum (POM) 2000; therefore, the Naval Reserve may still experience shortfalls in FY 99. The Chief of Naval Reserve still has the authority to issue 12-day orders if necessary due to budgetary constraints. Flexibility afforded by this option is a valuable tool in maximizing Reserve utilization and providing CINC's with the maximum amount of AT possible. The savings generated by being able to issue 12 day orders under some circumstances affords the Naval Reserve the flexibility to meet the Fleet's needs for 17 day orders when required. During FY99 order applications for 14 days were approved. This policy will continue into FY 2000.

STATUS: Closed.

ITEM: 00048

SUBJECT: ENFORCEMENT OF ACCESSION CONTRACTS

DISCUSSION: The Construction Battalion Veteran (CBVET) recruiting program requires the Other Service Veteran (OSVET) or Navy veteran to complete a Class "A" Navy School equivalent for a SEABEE rating. If after completion of the "A" school equivalent, the CBVET does not maintain satisfactory participation in the drilling reserve, he or she has failed to fulfill the contractual obligation. It has been suggested that policy be established to recoup the costs of the "A" school equivalency training from those unsatisfactory participants.

The FY 1998 NNRPB requested CNO direct a review of this issue by COMNAVRESFOR. COMNAVRESFOR reported that the administrative costs associated with recouping these funds would exceed the amount of funds recovered. The sense of the Board was that this was not a policy issue.

STATUS: Closed.

SECNAVNOTE 5420
15 March 2000

ITEM: 00049

SUBJECT: INCLUSION OF NAVAL RESERVE IN WARGAMING AND DOCTRINE
DEVELOPMENT

DISCUSSION: Naval Reserve Force structure is based on war and operations plans which do not reflect contemporary national and military security strategies, political realities, or intended employment. Force structure should flow from employment plans validated by national war games. Training and reserve force employment tends to be event-rather than doctrine-driven. Doctrine development should, but usually does not, formally take into account the structure and capabilities of the Naval Reserve. Decisions on training and employment of naval reservists should, but frequently does not, flow from approved doctrine.

The recent creation of the U.S. Naval War College three-star command, combining the senior service college with the Maritime Battle Center and Navy Warfare Development Command, presents a unique opportunity for the Navy to formally adopt a true Total Force approach to naval force structure and doctrine development. It is very important that senior commanders, war game designers and operations planners be committed to formal inclusion of RC capabilities and aware of RC limitations, in order to validate plans and their supporting force structures.

The assignment of Naval Reserve personnel and units to commands under the aegis of the Naval War College does not guarantee that Naval Reserve Force capabilities, in total, are routinely built into the databases and plan development processes which support and lead to the conduct of national war games. Processes and policies can be facilitated by the deliberate inclusion of Naval Reserve officers at every level of command; however, their affiliation with Naval War College and subordinate commands does not, in and of itself, drive the inclusion of RC structure and capabilities in war planning. That systematic inclusion must be driven by awareness at the most senior planning levels of the composition, capabilities, and limitations of the major national resources represented by the service Reserve Components. Sense of the board was that this is not a policy issue

STATUS: Closed.

ITEM: 00050

SUBJECT: SINGLE-HOUR DRILL INCREMENTS

DISCUSSION: Commander, Naval Reserve Force recently published a new policy which allows a Reservist's scheduled training to be performed incrementally in 1-hour periods; 4 hours for a pay IDT period and 3 hours for non-pay. This new policy is contained in COMNAVRESFOR 091000Z Jun 98 which specifies that incremental drills must be performed at the request of the gaining command.

The COMNAVRESFOR message states that this policy has been enacted to provide an opportunity for unit personnel to receive IDT pay, training credit, and retirement points for performing contributory support to their gaining command. This is not for the convenience of the individual Reservist. There are other opportunities where this flexibility could significantly enhance the contributions made by the Naval Reserve to the Navy and the community. For example, incremental drills could be very useful for training Reservists in civilian courses that meet for 1-2 hours per class over a period of weeks. They also might be used for providing Casualty Assistance Calls Officer (CACO) support, funeral honors details, critical administrative support to the Naval Reserve activity (for example, in medical and supply departments), and other contributory support that benefits the Navy and the nation. The current constraints on utilization of incremental drills, only at the gaining command's request and only for peacetime contributory support, are too restrictive.

Reserve Unit Commanding Officers (CO) have been empowered to adjudicate all drill pay decisions. They decide whether a missed drill is excused or unexcused and whether a makeup drill will be rescheduled or equivalent training used. Unit COs should also be given the authority to decide when it is appropriate for a Reservist to use incremental drills with the constraint that they not be used for the convenience of the individual Reservist. This change has been incorporated and will appear in the next revision to COMNAVRESFORINST 1001.5C.

STATUS: Closed.

SECNAVNOTE 5420
15 March 2000

ITEM: 00053

SUBJECT: JOINT WARFARE DESIGNATOR FOR TAR AND SELRES OFFICERS

DISCUSSION: In recent times, the services have placed an increasing emphasis on joint warfare designations to reflect a corresponding change in the character of U.S. military operations. At the same time, Naval Reserve policy and structure has changed to make the Force more relevant and seamlessly integrated with the regular Navy, with contributory support replacing mobilization readiness as priority one. For the Naval Reserve to be effective in providing contributory support to gaining commands, members must mirror their regular Navy counterparts in terms of skills and qualifications. Given that, an apparent disparity exists in the area of joint warfare designations.

While the regular Navy has a well-defined program for qualifying and recognizing joint duty, the Reserve Force has no such program. The program consists of education and experience, which lead to Additional Qualification Designations (AQDs). Joint qualification is deemed essential for promotion to higher grades and billets. While the Reserve Force has Selected Reserve and TAR officers serving in joint commands and performing joint duty, they have no defined means for qualifying or tracking the individual experiences and education. In short, when we look in the joint mirror, there is no reflection.

STATUS: Closed. Combined with Issue 00038 (**JOINT EXPERIENCE TRACKING**) which was forwarded to Director, Naval Reserve.

ITEM: 00055

SUBJECT: RETIREMENT PAY (50% VS. 40%)

DISCUSSION: The Military Retirement Reform Act of 1986, popularly know as Redux, included as one of its provisions the 40 percent retirement formula. Under Redux, retired pay after 20 years of service is based on 40 percent of service members' average basic pay during the final 3 years of their career.

The National Defense Authorization Act (NDAA) for Fiscal Year 2000, when approved, will repeal Redux by restoring the 50 percent retired pay formula, providing to those joining the service after July 1986 the option to retire under the same 50 percent retirement formula applicable to those who joined the service between 8 September 1980 and 31 July 1986, or to accept a one-time \$30,000 lump sum bonus and to remain under the Redux retirement plan.

Congress expects to vote in September 1999 on the National Defense Authorization Act. Successful passage of the Act will resolve the issue of restoring retirement pay to 50 percent. The Board should continue to monitor this issue until the Act is passed by Congress and the retired pay provision is in law.

STATUS: Closed. On 5 October 1999 the President signed the 2000 NDAA and this issue is resolved in sections 641 through 644 of the NDAA.

SECNAVNOTE 5420
15 March 2000

ITEM: 00056

SUBJECT: Space "A" Travel for Retired SELRES (Grey Area)

DISCUSSION: Forwarded directly from COMNAVRESFOR Policy board. Considered to be substantially addressed within Issue 00037 that was forwarded to the RFPB.

STATUS: Closed. Incorporated within Issue 00037 (**RESERVE COMPONENT CONUS & OCONUS Space Available (SPACE A) TRAVEL TO PERFORM INACTIVE DUTY FOR TRAINING (IDT)**) and forwarded to RFPB.

SECNAVNOTE 5420
15 March 2000

ITEM: 00060

SUBJECT: PRESENTATION OF U.S. FLAG UPON RETIREMENT OR TRANSFER
TO THE FLEET RESERVE TO NAVAL RESERVE PERSONNEL

DISCUSSION: Section 6141 of the National Defense Authorization Act for FY 1999 directed the Secretary of the Navy to present, at no cost to the recipient, a United States Flag to each active duty member for retirement or transfer to the Fleet Reserve. This benefit was not extended to the Reserve Components.

Section 12605 of the proposed National Defense Authorization Act for FY 2000 makes an allowance for the presentation of a United States flag to Reserve personnel transferred from an active status or discharged and who have completed the years of service required for eligibility for retired pay. This benefit is also at no cost to the recipient.

The Marine Corps Reserve Policy Board concurs with this recommendation.

STATUS: Closed. The 2000 NDAA was signed by the President on 5 October 1999 and this issue is resolved in section 653 of the NDAA.

SECNAVNOTE 5420
15 March 2000

ITEM: 00061

SUBJECT: NAVY AND MARINE CORPS RELIEF SOCIETY (NMCRS) BENEFITS
FOR SELECTED RESERVISTS (SELRES)

DISCUSSION: The NMCRS exists to provide Navy and Marine Corps personnel on active duty (including reservists on extended short term active duty) with the kind of emergency support that most citizens in time of need can obtain through their established positions in the community. Military personnel are frequently strangers in the communities surrounding their duty stations. They are separated from families, friends, churches, hometown financial institutions and community resources that provide more rooted citizens with the aid in time of emergency. On the other hand, SELRES on IDT or active duty for less than 30 days are not normally subject to the peculiar conditions and hardships that active service entails. They are usually an integral part of the civilian communities in which they live, work and pay taxes. A combination of Federal, State, county, city and private sector welfare agencies are available and provide a wide range of relief services to handle community needs. With minor exceptions, needs experienced by reservists (not on extended active duty) for financial and other relief assistance are directly related to various social and economic conditions that may prevail locally or nationally. The Society does not have sufficient resources to relieve whatever hardship may be caused by these conditions.

The Society's assistance is normally limited to temporary supplementation of active duty or retired pay and allowances in order to provide temporary emergency assistance. Efforts to supplement reservists without such stable and accessible sources of income would involve the Society in long-term support, and divert funds and resources from support of active duty personnel and families. As NMCRS support for reserve personnel is limited, fund drives on behalf of NMCRS do not actively solicit reserves.

The board concluded that the NMCRS provides equitable support to Reservists at those times when reservists fall under the purview of the society's charter

STATUS: Closed.

ITEM: 00064

SUBJECT: CONTRACT BERTHING (CB) FOR SELRES

DISCUSSION: Reserve commands have been directed to be creative in identifying methods to restrict demand for CB dollars. Although funded from discretionary funds from COMNAVRESFOR, many perceive CB to be an entitlement. As a result, solutions in any single command which have the result of imposing restrictions on availability may create the perception of inequity and adversely impact morale and ultimately retention.

The Board concurs that provision of CB to the extent that fiscal resources permit is the right thing to do for our people. However, advocating the creation of an expensive entitlement program in the current fiscal environment is not advisable. The current program can be effectively administered through existing instructions. COMNAVRESFOR may want to focus internal information programs on the fact that CB is a discretionary benefit, not an entitlement. However, the Board feels that this program is best administered within COMNAVRESFOR command channels and requires no further attention by this board.

STATUS: Closed.

SECNAVNOTE 5420
15 March 2000

ITEM: 00065

SUBJECT: MEMBER ACCOMPANIED IN GOVERNMENT PROVIDED BERTHING

DISCUSSION: SELRES performing regularly scheduled drills who elect to bring their spouse/guest are not authorized to occupy government provided berthing (commercial or Bachelor Quarters) except when the member's spouse is also a Naval Reservist performing scheduled drills. This restriction is clearly articulated in COMNAVRESFOR P4000.1.

There are many considerations that drive the inclusion of this restriction in the P4000.1. These include issues of availability, cost, and liability. The principal issue is the cost of providing berthing for SELRES who travel more than 50 miles to their drill site. SELRES are required to double-up in government provided berthing. To permit spouses and guests to occupy quarters may cause the government to have to provide additional rooms, incurring additional cost for a program that COMNAVRESFOR funds as a quality of life issue. Government provided berthing is budgeted to the extent possible, however, funding is generally insufficient to cover annual berthing costs based on current requirements. Opening government provided berthing to spouses and guests of SELRES performing scheduled drills would more quickly tax a minimally funded program and potentially cause berthing to not be available to eligible SELRES.

Funding for government provided berthing for SELRES performing scheduled drills is an issue under the cognizance of COMNAVRESFOR.

STATUS: Closed.

ITEM: 00067

SUBJECT: COMPONENT DESIGNATORS AND USNR RETIRED DESIGNATION

DISCUSSION: Reservists eligible to draw retirement pay are issued DoD ID cards with a variety of component designators. Some component designators indicate service in Reserve status, e.g. USMCR, USNR etc... while others do not make the service status distinction e.g. USA, USAF. Retired component designators on ID cards are dependent upon service or even issuing activity.

It was suggested that removing the component identifier on retirees' ID card would strengthen the Total Force concept. Title 10 (U.S.C. Armed Forces, Dec 96) reflects equal benefit for retirees, both USN and USNR, having attained the age of 60.

It is the Board's consensus that having an ID card that reflects the retirees' affiliation during the time of military service is not discriminatory and not a Total Force issue.

STATUS: Closed.

SECNAVNOTE 5420
15 March 2000

ITEM: 00068

SUBJECT: FLEXIBILITY IN FEDERAL EMPLOYEE ANNUAL 15 DAYS
MILITARY LEAVE

DISCUSSION: Reserve Federal Government Employees are permitted 15 days of Annual Military Leave. The use of the 15 days is, however, limited to Annual Training (AT) or Active Duty Training (ADT) and not permitted for Inactive Duty Training (IDT). Given today's fully integrated environment, however, this limited usage is inappropriate. In this regard, it may be that Reservists may not perform AT or ADT during a particular year, yet may perform IDT during the workweek in groupings over 4 or 5 days. The likelihood of performing IDT during the regular workweek is even greater where the drilling site is located some distance away from the Reservist's home.

The House version of the FY-2000 National Defense Authorization Act would permit military leave to be taken for periods of inactive duty for training.

STATUS: Closed. Section 1103 of the 2000 NDAA that was signed on 5 October 1999 resolved this issue.

ITEM: 00070

SUBJECT: TRAVEL REIMBURSEMENT FROM HOME OF RECORD FOR
RESERVISTS ON PRESIDENTIAL RESERVE RECALL (PRC)

DISCUSSION: OPNAVINST 3060.7A (NOTAL) provides guidance for the activation and mobilization procedures for Navy manpower mobilization. This instruction requires the Selected Reservists to report to a Naval Reserve activity/Naval Reserve centers (NRA/NRC) for initial processing. NRA/NRCs are required to conduct preliminary activation processing, ensure proper maintenance of health/service records, and ensure satisfactory physical condition of each individual. This action is required to be completed at the local NRA/NRC prior to sending the recalled individual to the Navy Mobilization Processing site (NMPS) to reduce the processing time at the NMPS.

PRC orders are written for travel "from home to permanent duty station and return." OPNAV instructions, PRC recall messages, Joint Federal Travel Regulations (JFTR), Volume 1, Chapter 7, and Bureau of Naval Personnel instructions do not restrict an individual's ability to file a reimbursement request for travel from home to their NRA/NRC. If recalled Reservists are being denied reimbursement, it likely stems from a misinterpretation of JFTR regulations at the travel liquidation site.

STATUS: Closed.

SECNAVNOTE 5420
15 March 2000

ITEM: 00071

SUBJECT: UPGRADED PRIORITY FOR MIDSHIPMAN AND CADET TRAVELING
ON SPACE "A" ORDER

DISCUSSION: Forwarded directly from Naval Reserve Association.
Considered to be substantially addressed within Issue 00037.

STATUS: Closed. Incorporated within of Issue 00037 (RESERVE
COMPONENT CONUS & OCONUS Space Available (SPACE A) TRAVEL TO
PERFORM INACTIVE DUTY FOR TRAINING (IDT) and forwarded to RFPB.

ITEM: 00072

SUBJECT: TRANSPORTATION TO DRILL SITES

DISCUSSION: The Air Guard has regularly scheduled flights as well as Air Force medical evacuation flights (MEDIVAC) on a regular basis to and from many major installations around the United States. Reservists are increasingly required to commute to their drill sites. Many MEDIVAC flights are on weekends and with prior planning these flights could incorporate moving Reserves to gaining commands or even to regularly scheduled drill sites.

The Reserve Officers Association (ROA) recommended that DoD mandate all flights with established embarkation and debarkation points be advertised to all branches of service where space available exists and give a greater priority to Reservists traveling over 50 miles from residence to a drill site for regularly scheduled training.

Research with Air National Guard (ANG) indicates that no centralized visibility of unit flight schedules exists. Individual units plan and conduct training missions within their local training area (normally restricted to intrastate destinations) without a published schedule. ANG does not desire to control or track these missions.

Given the limited and irregular nature of these flights, any dependence on such flights to transport reservists would be problematic at best. Travel consistent with drill schedules would be purely coincidental with a high probability for cancellation that would further complicate the travel process for the reservist.

STATUS: Closed.

SECNAVNOTE 5420
15 March 2000

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Enclosure (9)